



STATE OF MICHIGAN
DEPARTMENT OF EDUCATION
LANSING


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July 28, 2014

MEMORANDUM

TO: State Board of Education

FROM: Mike Flanagan, Chairman 

SUBJECT: Presentation on the *Michigan Core Knowledge and Core Competencies for the Early Care and Education Workforce*

With the creation of the Office of Great Start and the implementation of Great Start to Quality, Michigan's tiered quality rating and improvement system for early learning and development settings, Michigan is making important improvements throughout the state to positively impact young children's academic and social development.

Utilizing funds from the American Recovery and Reinvestment Act, funds available to Michigan's Early Learning Advisory Council (ELAC) were used to begin the process of revising the 2003 *Michigan Core Knowledge and Core Competencies for Early Childhood Care and Education Professionals* (CKCC), a set of professional standards that provide a framework for what the workforce should know and be able to do in their roles working with and/or on behalf of young children birth to five and their families. The framework is aligned with the state's early learning standards (*Early Childhood Standards of Quality for Prekindergarten and Early Childhood Standards of Quality for Infant and Toddler Programs*) and others such as the Head Start Performance Standards, National Association for the Education of Young Children (NAEYC) Accreditation Standards, and Great Start to Quality Program Standards.

The ELAC funds allowed for Michigan to utilize a contractor and a variety of stakeholders to create:

- A revised **Competency Framework** for professionals expanding knowledge and competencies in their job, or who are transitioning to new roles and a companion **Self-Assessment and Professional Development Planning Tool** for reflection and goal setting.
- **Crosswalks** that align the revised CKCC with other state and national standards, including the Michigan Early Learning Standards, Head Start Performance Standards, NAEYC Accreditation Standards and Great Start to Quality.

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- A **Career Lattice/Ladder** applying to all settings in Michigan's mixed delivery system, defining a pathway for early childhood educators or next steps in professional growth and development.

The documents may be viewed by using the following links:

- *Michigan Core Knowledge and Core Competencies for the Early Care and Education Workforce* at http://www.michigan.gov/documents/mde/MI_CKCC_6-19-14_Revisions_461813_7.pdf.
- *CKCC Document Alignment for Early Childhood Educators* at http://www.michigan.gov/documents/mde/Alignment_for_Early_Childhood_Educators_462360_7.pdf.
- *Alignment of Standards for Early Educators' Preparation with MI CKCC* at http://www.michigan.gov/documents/mde/Alignment_for_Early_Educator_Preparation_462362_7.pdf.

The review process was multifaceted and allowed for various stakeholders to provide feedback and comments. It included the utilization of a dedicated workgroup, focus groups, and a review of other states' CKCC work. In addition, the Office of Great Start requested that the document be reviewed by the National Center on Child Care Professional Development Systems and Workforce Initiatives (PDW) to ensure that it follows recognized best practices.

In addition, the Office of Great Start has held a series of informational presentations on the revised *Michigan Core Knowledge and Core Competencies for the Early Care and Education Workforce* to bring additional awareness and gather feedback. We anticipate collecting and integrating additional public comments on the CKCC documents over the next month and requesting State Board of Education support in the fall of 2014.